

TRACS

Toledo Review and Alternative
Compensation System
Teacher Incentive Fund



Toledo Public Schools
The Power Of Learning

TOLEDO
FEDERATION
TEACHERS
AFT, AFL-CIO

GOAL of TRACS

The overriding goal of TRACS is to promote teacher quality while improving the academic performance of students.

TRACS GOVERNANCE

- Professional Assignment and Compensation Committee (PAC) appointed by the TFT President and the TPS Superintendent
 - PAC is composed of 3 teachers (appointed by TFT President) and 2 administrators (appointed by TPS Superintendent).
 - TFT President and TPS Chief Academic Officer serve as advisors.
 - PAC determines successful completion of all TRACS assignments.

THREE TRACS COMPONENTS

- **Professional Development (TRACS A)**
- **School Performance (TRACS B)**
Teacher Incentive Fund
- **Teacher Performance (TRACS C)**
 - TRACS-C1 Career Status Level**
 - TRACS-C2 Accomplished Status Level**
 - TRACS-C3 Distinguished Status Level**

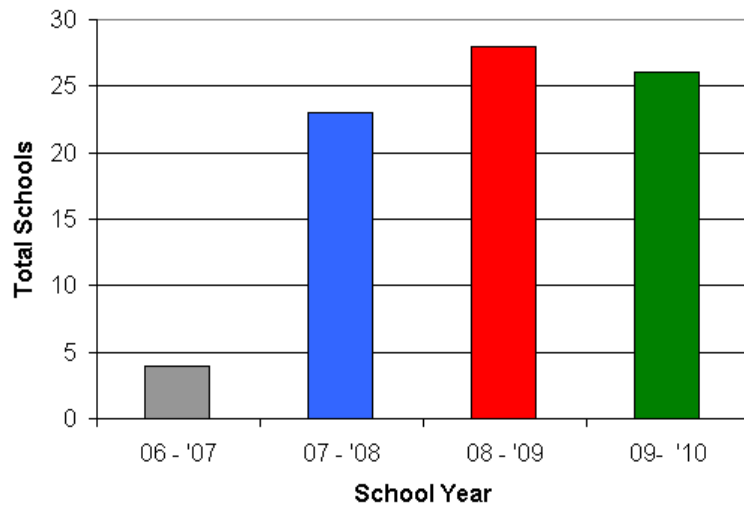
TRACS B: SCHOOL PERFORMANCE

Teacher Incentive Fund

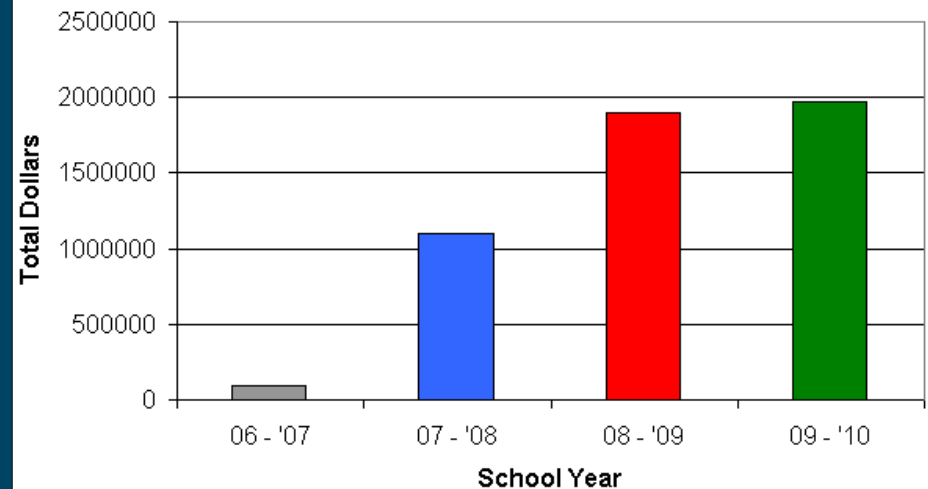
- School Performance
 - Annual determination of two academic goals and one related goal for each district building
 - Frequent assessment of participating schools' progress toward meeting set goals
 - Monetary reward (\$2,000 per eligible staff members in buildings meeting all three goals and \$1,000 per eligible staff members in buildings meeting two of the three goals) and recognition to eligible staffs in buildings that meet or exceed set goals
 - Funding Source—Teacher Incentive Fund

School Performance Awards

Number of Qualifying Schools



Monies Awarded



TRACS C: TEACHER PERFORMANCE

- Supports district's school improvement process by recognizing, rewarding, and utilizing, in special projects and assignments, teachers who demonstrate excellence in classroom teaching.
- Provides an annual reward for teachers who accomplish one or more of the following:
 - TRACS-C1: Demonstrate excellence in the classroom and complete yearly project (Career Status)
 - TRACS-C2: Participate in district curriculum and instructional development activities (Accomplished Status)
 - TRACS-C3: Accept assignment in schools identified as high needs or other difficult to fill teaching assignments (Distinguished Status)

TRACS C: TEACHER PERFORMANCE

■ Distinguished Status: TRACS-C3

- Accepts teaching assignment in a school identified as high needs or other difficult to fill teaching assignment as mutually agreed to by the Board and Federation
- Remains at this assignment for not less than three years
- Has first right to return to previous assignment when opening occurs in area of certification
- Earn an annual stipend equal to fifteen percent of the teacher's base salary
- Funding source (partial)—Teacher Incentive Fund

TRACS

■ For more information contact:

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